

RELATIONSHIP BETWEEN PERCEIVED TRAINING OPPORTUNITIES, INTRINSIC
MOTIVATION AND TASK PERFORMANCE AMONG EMPLOYEES AT UNIVERSITI
TEKNOLOGI MARA (UiTM) KAMPUS SAMARAHAN 2 SARAWAK

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ABSTRACT

Perceived training opportunities, work motivation and employee task performance are three of the most important aspects in organizational studies. The focus of the current study is to investigate the relationship between perceived training opportunities and the work motivation on employee task performance. There are several theories found in the related journal and articles that will further explain the stated variables definition. Universiti Teknologi MARA (UiTM) Kampus Samarahan 2 Sarawak has been chosen as the place for this study to be conducted. Correlational and questionnaire is used for data collection. The questionnaires were distributed among the staffs who work there for the analysis of this study and total of 96 respondents were involved.

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CHAPTER 1

INTRODUCTION

This chapter explains the overall research observation which includes the background of the study, statement of the problem, research objectives, research questions, significance of the study, limitation of the study and definition of terms. Therefore, this chapter answers the reasons for conducting the present research entitled *The Relationship Between Perceived Training Opportunities, Intrinsic Motivation and Task Performance Among Employees at Universiti Teknologi MARA (UiTM) Kampus Samarahan 2, Sarawak.*

Background of the study

Organizations are facing increased competition due to globalization, changes in technology, political and economic environments (Evans, P., Pucik V. & Barsoux J-L, 2002) and therefore prompting these organizations to train their employees as one of the ways to prepare them to adjust to the increases above and also enhancing their performance. This can be achieved through employee training and development, which are systematic approaches to learning and development to improve individual, team and organizational effectiveness (Kraiger, K. and Ford, J. K., 2007).

Intrinsic motivation refers to the motivation to perform an activity in order to experience the pleasure and satisfaction inherent in the activity (Deci E. L., Connell, J.P., & Ryan, R. M, 1989).